

COMMITTEE ON GOVERNMENT REFORM
TOM DAVIS, CHAIRMAN



NEWS RELEASE

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Government Reform Committee
Approves Two Civil Service Bills

Legislation Addresses Pay Compression, Federal Employee Health Benefits

Washington, D.C. – The House Government Reform Committee today unanimously approved H.R. 3737 and H.R. 3751, two pieces of civil service legislation introduced by Congresswoman Jo Ann Davis (R-VA).

Congresswoman Davis, who chairs the Subcommittee on Civil Service and Agency Organization, and Committee Chairman Tom Davis (R-VA) said the quick passage of the bills is another example of the Committee's deep commitment to improve the government's recruitment and retention efforts.

"Relieving pay compression and improving employee health benefits are important steps in our continuing efforts in the war for talent," Chairman Tom Davis said. "We need to be able to compete with the private sector and the non-profit community, in terms of salary and benefits, to attract the best and brightest to government service."

Congresswoman Jo Ann Davis said, "How can we expect the federal government to compete with the private sector when the government's current dental, vision and hearing benefits are so meager and many senior federal employees cannot receive pay raises and receive the same pay as their subordinates because they are already at the pay cap? Today's passage of these two bills moves toward providing federal employees with meaningful dental, vision and hearing benefits and alleviating the serious problem of pay compression among administrative law judges, members of the boards of contract appeals, and senior level and scientific and professional employees."

H.R. 3737, the Pay Compression Relief Act, would raise statutory caps on pay for administrative law judges (ALJs), members of contract appeals boards, and certain senior level employees outside the Senior Executive Service to address the problem of pay compression among these important federal employees. The bill was approved by the Subcommittee on Civil Service and Agency Organization on March 17, 2004.

H.R. 3751 requires OPM to study and report to Congress on how to make available better dental, vision and hearing benefits to those covered by the Federal Employees Health Benefits Program (FEHBP). The bill was approved by the Subcommittee on Civil Service and Agency Organization on March 17, 2004.

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